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COLLECTIVE AGREEMENT SURVEY IN THE BUILDING TRADES OF THE CONSTRUCTION INDUSTRY

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ECONOMICS AND RESEARCH DIVISION
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COLLECTIVE AGREEMENT SURVEY
IN THE
BUILDING TRADES
OF THE
CONSTRUCTION INDUSTRY

ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR
HALIFAX, NOVA SCOTIA

HONOURABLE THOMAS J. McKEOUGH, M.D.
MINISTER

R. E. ANDERSON
DEPUTY MINISTER

FOREWORD

A program of continuing research in the area of industrial relations has resulted in the publication of several collective agreement surveys by the Economics and Research Division of the Nova Scotia Department of Labour. Specialized studies on an industry basis have been the order of the day.

In 1967, a study was published analyzing collective agreements in the building trades of the Construction Industry. As a follow-up and in order to keep abreast of the dynamic structure of the collective bargaining process, a similar study was initiated in the spring of 1969. Research of this type on a continued basis permits an analysis of trends in collective bargaining which emerge from year to year.

For the purpose of this Survey, the building trades encompass all those unionized workmen engaged in, or assisting in, the erection of lumber, lumber productions, structural steel, brick and stone-masonry, when these products are being incorporated into a building. The workers include those who are actually involved in the erection process or in assisting or serving as helpers or those engaged in the transportation or hoisting of construction materials on the job to any of the trades. Types of work covered in this analysis include plumbing, steamfitting, welding, sheet metal work, plastering, metal lathing, wood lathing, bricklaying, stone-masonry, tile laying, marble work, terrazo work, terrazo grinding, carpentry, labour, pipefitting and electrical work.

The cooperation of both union and management officials, without whose help this Survey would not have been possible, is gratefully acknowledged.

This survey was compiled by Mr. A. S. Horne of the Economics and Research Division under the supervision of Mr. Paul Langlois.

R. E. ANDERSON
DEPUTY MINISTER

Economics and Research Division
Nova Scotia Department of Labour
Halifax, Nova Scotia

- 1969 -

CONTENTS

		Page
FOREWORD		iii
INTRODUCTION		ix
REGIONAL COMPARISONS		xi
I	UNION SECURITY PROVISION	3
	TERM OF AGREEMENT	3
	EMPLOYER UNIT	3
	SECURITY PROVISIONS	3
	CHECK-OFF	3
	HIRING PROCEDURE	3
II	EMPLOYEES SECURITY PROVISIONS	9
	GRIEVANCE PROCEDURE	9
III	ECONOMIC FACTORS PROVISIONS	15
	HOURS OF WORK	15
	OVERTIME RATES	15
	SHIFT PROVISIONS	15
	"PAID" STATUTORY HOLIDAYS	15
	STATUTORY HOLIDAYS PAID AT PREMIUM RATES (IF WORKED)	15
	PAID VACATIONS	15
	EMPLOYMENT RATIO OF APPRENTICES TO JOURNEYMEN	16
	INDUSTRIAL SAFETY	16
	FRINGE BENEFITS	16
	BASIC HOURLY WAGES BY OCCUPATION	16
APPENDIX I		31
APPENDIX II		32

TABLES

			Page
TABLE	1	TERM OF AGREEMENT	4
TABLE	2	EMPLOYER UNIT	4
TABLE	3	SECURITY PROVISIONS	4
TABLE	4	CHECK-OFF	5
TABLE	5	HIRING PROCEDURE	5
TABLE	6	GRIEVANCE PROCEDURES	10
TABLE	7	HOURS OF WORK	17
TABLE	8	OVERTIME RATES	17
TABLE	9	SHIFT PROVISIONS	19
TABLE	10	"PAID" STATUTORY HOLIDAYS	20
TABLE	11	STATUTORY HOLIDAYS	21
TABLE	12	PAID VACATIONS	22
TABLE	13	EMPLOYMENT RATIO OF APPRENTICES TO JOURNEYMEN	23
TABLE	14	INDUSTRIAL SAFETY	23
TABLE	15	FRINGE BENEFITS	24
TABLE	16	BASIC HOURLY WAGES BY OCCUPATION	26

INTRODUCTION

An estimated 13,000[1] people are employed in the construction industry in Nova Scotia, with the building trades sector[2] accounting for over 75 percent of the total. Some 7,300[3] construction workers in the Province are members of a trade union accounting for approximately 57 percent of the total estimated employment in this industry. Over the past three years, the extent of unionization in the construction industry in Nova Scotia has nearly doubled.

The provisions of the 33 collective agreements analyzed covered approximately 700 construction firms. Nearly 600 companies covered by 11 of the agreements, were located in the Halifax-Dartmouth area. Nine of these agreements were with the Construction Association of Nova Scotia.

Seven agreements, covering over 50 firms, were in effect in the Sydney area with five of the agreements entered into by the Cape Breton Island Construction Association. An equal number of contracts encompassing some 30 firms were located in the New Glasgow area. The remaining eight agreements affected 16 firms located throughout the remainder of the Province.

Several new areas were explored since the last construction survey was published in 1967, including a fuller analysis of statutory holidays, those paid if not worked as well as those paid at a premium rate only if worked; a more thorough analysis of fringe benefits; the inclusion of the type of employer unit; the number of arbitrators and the annual base wage rate[4] increase.

Although the tables presented are for the Province as a whole, a written account of regional highlights is included. The regions selected for this purpose are: Halifax-Dartmouth, Sydney and New Glasgow. The determining factor for arriving at these divisions was the incidence of collective agreements in a particular area made available to the Nova Scotia Department of Labour.

The cut-off date for the purpose of this Study was April 30, 1969. Any agreements expiring previous to this date were not included.

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[1]Dominion Bureau of Statistics, "Estimates of Employees by Province and Industry", Catalogue 72-008, May, 1969.

[2]For definition refer to the Foreword p.

[3]Economics and Research Division, Nova Scotia Department of Labour, "Handbook on Labour Unions in Nova Scotia, 1969", Fall, 1969.

[4]For definition refer to p. 16.

REGIONAL COMPARISONS

UNION SECURITY

The majority of contracts in the Halifax-Dartmouth, Sydney and New Glasgow areas called for union shop. Preferential hiring of union members was found in all but two of the agreements in the Halifax-Dartmouth area and, with the exception of one in each area, all the agreements in the Sydney and New Glasgow areas.

NUMBER OF ARBITRATORS

The three man arbitration board as a means for settling disputes was specified in nearly all contracts. Nine out of 11 in the Halifax-Dartmouth area; four out of seven in the New Glasgow area; and four out of seven in the Sydney area specified this method for final settlement of contract disputes.

COMPLAINANT'S STATUS

The status of an employee considering himself unfairly dismissed from his job was not clarified in the majority of the agreements analyzed. Only two agreements in the Sydney area; three in the New Glasgow area and six in the Halifax-Dartmouth area provided that an employee be reimbursed for lost time if subsequently exonerated.

PAID STATUTORY HOLIDAYS

All agreements in the Sydney area and all but two agreements in the New Glasgow area provided for at least one paid statutory holiday. In the Halifax-Dartmouth area, only one of 11 agreements tabulated provided for paid statutory holidays.

Triple time was the most frequent premium rate of pay for paid statutory holidays worked in both the Sydney and New Glasgow areas. The one agreement in the Halifax-Dartmouth area providing for paid statutory holidays called for double premium time if such day was worked.

STATUTORY HOLIDAYS

All the agreements in the New Glasgow area, all but two contracts in the Sydney area and all but one agreement in the Halifax-Dartmouth area provided for a premium rate of pay of double time for statutory holidays worked, however, if an employee did not work on the particular holiday he would not receive any pay. Between five and nine holidays were specified in the majority of contracts analyzed.

PAID VACATIONS

Eight of 11 agreements in the Halifax-Dartmouth area called for four percent vacation pay and the remaining specified six percent. In the Sydney area, five out of seven contracts provided for six percent vacation pay and two for four percent. Three agreements in the New Glasgow area stipulated six percent vacation pay, an equal number four percent and one 7 percent.

OVERTIME

For work in excess of the normal daily or weekly hours a graduated premium rate of pay usually consisting of time and one half for the first four hours and double time thereafter was common in all areas. The majority of contracts in the Halifax-Dartmouth and New Glasgow areas had a similar provision for work on Saturdays as held for work after normal daily or weekly hours. In the Sydney area, the predominant rate for Saturday was double time. Double time was also the prevelant rate of pay for work performed on Sundays in all areas.

SHIFT PROVISIONS

The most common provision in the three areas for work performed on a shift other than the normal working shift was eight hours pay for seven worked.

I UNION SECURITY PROVISIONS

I UNION SECURITY PROVISIONS

TERM OF AGREEMENT

Only half as many contracts in the 1969 Survey, compared to the 1967 Survey, called for a contract period of one year. Nearly half of the agreements surveyed, are presently due to be in effect for more than two years.

EMPLOYER UNIT

Over 60 percent of the agreements analyzed were entered into on a multilateral basis, either by several employers each signing independently or by a group of employers represented by a single association.

SECURITY PROVISIONS

The most dominant type of security provision found was union shop which accounted for nearly 70 percent of the agreements analyzed. A similar study in 1967 indicated that only 43 percent of the agreements specified a union shop type of security provision.

CHECK-OFF

Nearly 90 percent of the agreements stipulated that the payment of union dues was a necessary prerequisite for continued employment.

HIRING PROCEDURE

Approximately 85 percent of all contracts called for preference to be given to union members in case of additions to the work force. Only when the union could not provide the recessary workers could the employer hire from outside the union rank.

I UNION SECURITY PROVISIONS

TABLE 1: TERM OF AGREEMENT

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
One year	5	15.2
More than one but less than two	4	12.1
Two years	8	24.2
More than two but less than three	9	27.3
Three years	7	21.2
More than three years	-	-
TOTAL	33	100.0

TABLE 2: EMPLOYER UNIT

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Single employer	13	39.4
Several employers	4	12.1
Employer association	16	48.5
TOTAL	33	100.0

TABLE 3: SECURITY PROVISIONS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Closed shop	2	6.1
Union shop	23	69.7
Modified union shop with maintenance of membership	1	3.0
Rand Formula	4	12.1
Open shop	3	9.1
TOTAL	33	100.0

TABLE 4: CHECK-OFF

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Compulsory for all employees with closed or union shop	25	75.8
Compulsory for all employees without closed or union shop	4	12.1
Compulsory for union members	1	3.0
Voluntary and revocable	2	6.1
Voluntary (revocability not mentioned)	1	3.0
TOTAL	33	100.0

TABLE 5: HIRING PROCEDURES

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Preferential hiring of union members	26	78.7
Preferential hiring of local members	2	6.1
No provision	5	15.2
TOTAL	33	100.0

II EMPLOYEES SECURITY PROVISIONS

II EMPLOYEES SECURITY PROVISIONS

GRIEVANCE PROCEDURE

Only half of the agreements studied made specific provision as to the exact procedure for initiating a grievance, that is, whether it be written or oral. In almost 70 percent of the agreements, no specific time period was provided in which an agrieved employee was to make his grievance known. Also, over 60 percent of the agreements did not stipulate what a complainant's status was following dismissal, that is, whether he would be reimbursed if exonerated or whether he could appeal his case following dismissal.

All but two contracts included in the survey stipulated the exact composition of an arbitration board. The majority, almost 64 percent of the contracts, provided for a three man board and 30 percent for a single umpire.

II EMPLOYEES SECURITY PROVISIONS

TABLE 6: GRIEVANCE PROCEDURE

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Mode of Presentation		
Written	9	27.3
Oral	3	9.1
Either written or oral	4	12.1
Not specifically stated	13	39.4
No provision	4	12.1
TOTAL	33	100.0
Length of Time to Initiate Grievance		
24 hours	6	18.2
48 hours	2	6.1
2 working days	1	3.0
5 working days	1	3.0
Not specifically stated	17	51.5
No provision	6	18.2
TOTAL	33	100.0
Number of Arbitrators		
Single umpire	10	30.4
Three man board	21	63.6
No provision	2	6.0
TOTAL	33	100.0

TABLE 6: GRIEVANCE PROCEDURE (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Complainant's Status		
Suspended at discretion of employer, re-imbursement if exonerated	13	39.4
Appeal after dismissal where discharge is involved	-	-
No provision	20	60.6
TOTAL	33	100.0

III ECONOMIC FACTORS PROVISIONS

III ECONOMIC FACTORS PROVISIONS

HOURS OF WORK

The percentage of agreements calling for a 40 hour work week has increased slightly from 83 percent in 1967 to 88 percent in 1969.

OVERTIME RATES

Premium rates of pay for work performed after daily or weekly hours ranged from time and one half for all overtime work a combination of time and one half and double time and finally to double time. The incidence of agreements giving a rate higher than time and one half increased some 20 percent.

Negligible changes were recorded over the two survey reference periods for work performed on Saturdays and Sundays. Time and one half for Saturday morning, double time for Saturday afternoon and for work on Sunday remained the most common type of provision.

SHIFT PROVISIONS

The clause having the highest frequency in regards to work performed on a shift other than the normal work shift remained as eight hours pay for seven hours worked.

"PAID" STATUTORY HOLIDAYS

The number of agreements allowing for payment on a statutory holiday when not worked increased from one-third in 1967 to 50 percent in 1969. Supplemental pay of triple time for such days worked also increased over the two survey years from 3.3 percent to 39.4 percent. The majority of contracts providing for paid statutory holidays required the employee to render the normal shifts prior to and following the holiday.

STATUTORY HOLIDAYS PAID AT PREMIUM RATES (IF WORKED)

All but three of the agreements analyzed provided that when a statutory holiday was worked by an employee, such hours would be paid at a premium rate, however, if not worked no pay would be forthcoming. Nearly all the agreements provided for a premium rate of pay of double time.

PAID VACATIONS

A marked increase in vacation allowance was witnessed over the two survey periods. This is in part due to the legislated increase in vacation

pay allowance from two to four percent effective January 1, 1968[1]. According to the 1967 Study, over 90 percent of the agreements provided for vacation pay of four percent or less, however in 1969, over 60 percent of the contracts provided for vacation pay in excess of four percent.

EMPLOYMENT RATIO OF APPRENTICES TO JOURNEYMEN

Various trades have different requirements as to the maximum number of apprentices that must serve under a specified number of journeymen. The ratio ranges from one apprentice to one journeymen to one apprentice to six journeymen.

INDUSTRIAL SAFETY

Over half of the agreements included some type of safety clause. These ranged from specific conditions that must be met to a casual mention that the safety of the employee was of concern to the company. Less than half of the contracts provided safety equipment either at some cost or no cost to the employee and less than a quarter provided work clothing.

FRINGE BENEFITS

A wide variety of fringe benefits ranging from paid rest periods, to storage space for tools, to availability of drinking water[2] were found in a varying percentage of the agreements studied. Of the approximately seventeen classifications utilized, only four were found in more than 50 percent of the contracts. These included: reporting pay guarantee; allowance for travel to work outside city limits or other designated area; board and lodging allowance; and availability of drinking water.

BASIC HOURLY WAGES BY OCCUPATION

The average annual base wage rate increase for the construction industry in Nova Scotia was 10.8 percent in 1969. The method used to compute this figure was to determine the lowest wage paid in a particular contract for the year 1969 and the equivalent rate for 1968 and then compute the differential in percentage terms. These individual percentage changes were subsequently aggregated and a provincial increase was thus determined for the reference year.

Occupational wage rates are also presented by region and effective date. The regions used are Halifax-Dartmouth, New Glasgow, Port Hawkesbury and Sydney.

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[1]Nova Scotia Department of Labour, Vacation Pay Act, Janaury 1, 1968.

[2]Industrial Safety Division, Nova Scotia Department of Labour, "Construction Safety Regulations, 1968", p. 65.

III ECONOMIC FACTORS PROVISIONS

TABLE 7: HOURS OF WORK

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
40 hours per week	29	87.9
45 hours per week	3	9.1
48 hours per week	1	3.0
No provision	-	-
TOTAL	33	100.0

TABLE 8: OVERTIME RATES

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Overtime Rates After Daily or Weekly Hours		
Time and one half	11	33.3
Time and one half for two hours and double time thereafter	1	3.0
Time and one half for four hours and double time thereafter	10	30.3
Time and one half for twelve hours and double time thereafter	5	15.2
Time and one half for thirteen hours and double time thereafter	1	3.0
Double time	3	9.1
See agreement	2	6.1
TOTAL	33	100.0

TABLE 8: OVERTIME RATES (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Overtime Rates on Saturday		
Time and one half	4	12.1
Time and one half for two hours and double time thereafter	1	3.0
Time and one half for four hours and double time thereafter	16	48.6
Double time	8	24.2
See agreement	3	9.1
No provision	1	3.0
TOTAL	33	100.0
Overtime Rates on Sunday		
Time and one half	1	3.0
Time and one half for four hours and double time thereafter	2	6.1
Double time	28	84.8
See agreement	2	6.1
TOTAL	33	100.0

TABLE 9: SHIFT PROVISIONS

PROVISIONS	NUMBER OF AGREEMENTS	PERCENTAGE
Eight hours pay for seven hours worked	17	51.6
Second shift - eight hours pay for seven hours worked, third-shift - nine hours pay for seven hours worked	1	3.0
Second and third shifts-fifteen percent over basic rate	2	6.1
Second and third shifts-ten cents per hour over basic rate	1	3.0
Second shift - fifteen percent, third shift-eighteen percent over basic rate	1	3.0
Nine hours pay for eight and one half hours worked	1	3.0
See agreement	2	6.1
No provision	8	24.2
TOTAL	33	100.0

TABLE 10: "PAID" STATUTORY HOLIDAYS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Paid Statutory Holidays (If Not Worked)		
Labour Day only	8	24.2
Two	2	6.1
Three	1	3.0
Four	2	6.1
Seven	1	3.0
Eight	2	6.1
See agreement	1	3.0
No provision	16	48.5
TOTAL	33	100.0
Premium Rates For "Paid" Statutory Holidays Worked		
Double time	3	9.1
Triple time	13	39.4
See agreement	1	3.0
No provision	16	48.5
TOTAL	33	100.0

TABLE 10: "PAID" STATUTORY HOLIDAYS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Requirements For "Paid" Statutory Holidays		
Render normal shifts prior to and following holiday	8	24.2
Render normal shifts prior to and following holiday plus thirty days	1	3.0
Render normal shifts prior to and following holiday plus previous week	4	12.1
No provision	20	60.7
TOTAL	33	100.0

TABLE 11: STATUTORY HOLIDAYS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Statutory Holidays Paid at Premium Rates (If Worked)		
Five	3	9.1
Six	3	9.1
Seven	5	15.2
Eight	10	30.3
Nine	6	18.2
Ten	1	3.0
Statutory Holidays	1	3.0
See agreement	1	3.0
No provision	3	9.1
TOTAL	33	100.0

TABLE 11: STATUTORY HOLIDAYS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Premium Rates For Statutory Holidays Worked		
Double time	29	87.9
See agreement	1	3.0
No provision	3	9.1
TOTAL	33	100.0

TABLE 12: PAID VACATIONS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Paid Vacations - General		
Provision for two weeks or four percent vacation pay only	13	39.4
Provision for more than two weeks or four percent vacation pay	19	57.6
Provision for seven percent vacation pay	1	3.0
TOTAL	33	100.0
Paid Vacation - Three Weeks Or Six Percent Vacation Pay		
After one year	16	48.5
After ten years	1	3.0
After fifteen years	1	3.0
After twenty years	1	3.0
No provision	14	42.4
TOTAL	33	100.0

TABLE 13: EMPLOYMENT RATIO OF APPRENTICES TO JOURNEYMEN

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
One apprentice to one journeyman	5	15.3
One apprentice to one journeyman or one apprentice to two journeymen	1	3.0
One apprentice to two journeymen	1	3.0
One apprentice to three journeymen	4	12.1
One apprentice to four journeymen	4	12.1
One apprentice to five journeymen	1	3.0
One apprentice to six journeymen	1	3.0
No provision	16	48.5
TOTAL	33	100.0

TABLE 14: INDUSTRIAL SAFETY

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Safety	19	57.6	14	42.4	33	100.0
First Aid	7	21.2	26	78.8	33	100.0
Safety equipment - at no cost to employee	12	36.4	21	63.6	33	100.0
- at some cost to employee	2	6.1	31	93.9	33	100.0
Work clothing - at no cost to employee	6	18.2	27	81.8	33	100.0
- at some cost to employee	1	3.0	32	97.0	33	100.0

TABLE 15: FRINGE BENEFITS

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Paid rest periods	6	18.2	27	81.8	33	100.0
Apprenticeship training program	17	51.5	16	48.5	33	100.0
Reporting pay guarantee - general	20	60.6	13	39.4	33	100.0
one hour	2	6.1	31	93.9	33	100.0
two hours	15	45.5	18	54.5	33	100.0
four hours	3	9.1	30	90.9	33	100.0
Call - out pay guarantee	5	15.2	28	84.8	33	100.0
Notice of lay-off	12	36.4	21	63.6	33	100.0
Tools when provided free or at reduced rates by company	6	18.2	27	81.8	33	100.0
Storage space for tools	10	30.3	23	69.7	33	100.0
Joint conference board	10	30.3	23	69.7	33	100.0
Commuting allowance	9	27.3	24	72.7	33	100.0
Board and lodging allowance	17	51.5	16	48.5	33	100.0
Allowance for travel to work inside city limits or other designated area	5	15.2	28	84.8	33	100.0
Allowance for travel to work outside city limits or other designated area	21	63.6	12	36.4	33	100.0
Availability of drinking water [1]	20	60.6	13	39.4	33	100.0

[1] Ibid.

TABLE 15: FRINGE BENEFITS (cont'd)

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Toilet facilities[1]	15	45.5	18	54.5	33	100.0
Adequate eating facilities	16	48.5	17	51.5	33	100.0
Provision limiting or prohibiting moonlighting	8	24.2	25	75.8	33	100.0
Height Pay	9	27.3	24	72.7	33	100.0

[1]Loc cit.

TABLE 16: BASIC HOURLY WAGES BY OCCUPATION

Halifax-Dartmouth Region

OCCUPATION	EFFECTIVE DATES MAY 1, 1968	MAY 1, 1969 TO APRIL 30, 1970
Carpenter	3.05	3.35
Electricians	3.48	3.78
Labourer	2.35	2.60
Truck Driver (Job Truck)	2.35	2.60
Mortar Mixer and Air Tool Operator	2.45	2.70
Re. Bar. Install.	2.60	2.85
Lathers		
(1) Wood	2.97	3.24
(2) Metal	3.25	3.52
Operating Engineers		
Group 1	2.85	3.10
Group 2	2.65	2.90
Group 3	2.45	2.70
Group 4	2.35	2.60
Painters	2.70	3.00
Painters Using Spray Gun	2.80	3.10
Plasterers	3.38	3.68

	OCT. 1, 1968	MAY 1, 1969	OCT. 1, 1969 TO APRIL 30, 1970
Plumbers	3.65	3.90	4.26
Sheet Metal Worker	3.40	3.65	4.00
Bricklayers and Masons	4.00	4.20	-

	AUG. 1, 1968	MAY 1, 1969	AUG. 1, 1969 TO APRIL 30, 1970
Tilelayers, Marble Workers, Terrazo Workers, Marble Masons	3.55	3.78	3.85

TABLE 16: BASIC HOURLY WAGES BY OCCUPATION (cont'd)

New Glasgow Region

OCCUPATION	EFFECTIVE DATES SEPT. 1, 1968	MAY 1, 1969 TO DEC. 31, 1969
Carpenter	2.90	3.10

	OCT. 1, 1968	MAY 1, 1969 TO APRIL 30, 1970
Bricklayer	4.00	4.20
Mason	4.00	4.20
Plasterer	4.00	4.20

	MAY 28, 1969	AUG. 1, 1969 TO MAY 26, 1970
Labourer	2.35	2.55

	AUG. 1, 1968	FEB. 1, 1969	AUG. 1, 1969	FEB. 1, 1970 TO JULY 31, 1970
Electrician (Heavy Industrial)	4.00	4.25	4.50	4.75

NOTE: The annual base wage rate increase for the construction industry in 1969 is 10.8%.

TABLE 16: BASIC HOURLY WAGES BY OCCUPATION (cont'd)

Port Hawkesbury Region

OCCUPATION	EFFECTIVE DATES		
	JAN. 1, 1969	JULY 1, 1969	JAN. 1, 1970 TO JUNE 30, 1970
Operating Engineers (Heavy Industrial)			
Group 1	3.95	4.10	4.25
Group 2	3.75	3.90	4.05
Group 3	3.35	3.50	3.65
Group 4	3.25	3.40	3.55
Group 5	3.15	3.30	3.45
Bricklayer	3.95	4.10	4.25
Carpenter	3.68	3.83	3.98
Electrician	4.10	4.25	4.40
Ironworkers			
(a) Structural	3.90	4.05	4.20
(b) Rodman	3.15	3.30	3.45
Labourers	2.85	3.00	3.15
Millwright	4.30	4.45	4.60
Painter	3.00	3.15	3.30
Pipefitter	3.98	4.13	4.28
Sheet Metal Workers	3.88	4.03	4.18
Roofer	3.20	3.35	3.50
Teamsters	2.95	3.10	3.25

TABLE 16: BASIC HOURLY WAGES BY OCCUPATION (cont'd)

Sydney Region

OCCUPATION	EFFECTIVE DATES		
	JAN. 1, 1969	JULY 1, 1969	JAN. 1, 1970 TO MAY 31, 1970
Electrician - Commercial Nature (less than $10,000,000.00)	3.35	3.40	-
Electrician - Industrial Nature (more than $10,000,000.00)	4.10	4.25	4.40

	AUG. 1, 1968	FEB. 1, 1969	AUG. 1, 1969 TO MAY 31, 1970
Labourer	2.52	2.59	2.67

	JUNE 1, 1969	JULY 1, 1969	AUG. 1, 1969 TO MAY 31, 1970
Carpenter	3.30	3.40	3.50

	MAY 31, 1969	JUNE 1, 1969 TO MAY 31, 1970
Painter	2.56	2.76

	APRIL 30, 1968	MAY 1, 1969 TO APRIL 30, 1970
Plumbers and Pipefitters	3.18	3.33

	FEB. 1, 1968	FEB. 1, 1969 TO JAN. 31, 1970
Sheet Metal Workers	2.55	2.80

APPENDIX I

LIST OF COMPANIES AND ASSOCIATIONS

COVERED BY BUILDING

TRADES SURVEY

Barrington and Vokey Limited
Campbell's Electric Limited
The Canadian Atlantic Sprinkler Association
Canadian Pittsburg Industries Limited
Canso Excavators Limited
Cape Breton Island Construction Association
Construction and Building Trades Council (New Glasgow)
Davis and O'Leary Limited
Del-Mix Concrete Products Limited
F. W. Digdon and Son's Limited
E. G. M. Cape and Company Limited
Electrical Contractors Associaiton (Antigonish, Guysborough and Pictou County Region)
D. G. Floyd Construction Limited
The Foundation Company of Canada Limited
D. J. Grant Construction Limited
Heckett Engineering Company (Division of Harsco Corporation)
Industrial Electric's Limited
Inspiration Limited
Lummus Company of Canada Limited
MacDougall Construction Company Limited
Maritime Bricklayers
Maritime Trouble-Shooters (Steel Limited)
Master Builders of Pictou County
Metropolitan Projects Limited
Minas Electric Contractors
H. B. Mitchell Limited
Northeastern Development Limited
Ocean Steel and Construction Limited
Leslie Patterson Limited
Pentagon Construction Company Limited
Fred Pierce Limited
Reinforcing Steel Erection Company
Rex's Electric Limited
Tasco Sheet Metal

APPENDIX II

LIST OF UNIONS IN

BUILDINGS TRADES SURVEY

International Association of BRIDGE, Structural and Ornamental Iron Workers

BRICKLAYERS, Masons and Plasterers' International Union of America

United Brotherhood of CARPENTERS and Joiners of America

CONSTRUCTION and General Labourers' Union

International Brotherhood of ELECTRICAL Workers

GENERAL Workers of Sydney

LABOURERS' International Union of North America

International Union of OPERATING Engineers

Brotherhood of PAINTERS, Decorators and Paperhangers of America

Operative PLASTERERS' and Cement Masons' International Association of the United States and Canada

United Association of Journeymen and Apprentices of the PLUMBING and Pipefitting Industry of the United States and Canada

SHEET Metal Workers' International Association

WOOD, Wire and Metal Lathers' International Union

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Collective Agreement Survey - Building Trades of the Construction Industry - 1969. (1969)
2. Collective Agreement Survey - Hospitals - 1969. (1969)
3. Collective Agreement Survey - Manufacturing Industry - 1969. (1969)
4. Handbook on Labour Unions in Nova Scotia - 1969. (1969)
5. Labour Legislation in Nova Scotia - 1969. (1969)
6. Labour Organization in Nova Scotia - 1968-1969. (1969)
7. Nova Scotia Apprenticeship Statistics - 1969. (1969)
8. Nova Scotia Department of Laobur Annual Report - 1968. (1969)
9. Pilot Survey - Small Firm Wage Rates, Salaries and Hours of Labour, Nova Scotia - 1968. (1969)
10. 1968 Wage Rates, Salaries and Hours of Labour in Nova Scotia. (1969)
11. Trends in Wages by Industry for Nova Scotia 1961 to 1967. (1968)
12. Working Conditions in Nova Scotia - 1967. (1968)
13. The Nova Scotia Department of Labour. (1967)
14. Technological Change Provisions in the Manufacturing Industry in Nova Scotia. (1967)
15. Chart Analysis of Manpower Training Requirements for Nova Scotia 1970 and 1975. (1966)
16. Manpower Training Requirements for Nova Scotia 1970 and 1975. (1965)

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